

title "Merit System", providing that the Standard Salary Board may not grant a salary increase to one class without granting the same increase to all other comparable classes occupying the same salary bracket, and that comparable salaries shall be based upon the relative value of the services performed. RELATING TO INCREASES IN THE MARKET VALUE OF SERVICES PERFORMED BY ANY CLASS OF EMPLOYEES IN THE CLASSIFIED SERVICE AND TO THE ESTABLISHMENT OF COMPENSATION FOR THIS CLASS AND RELATED CLASSES OF EMPLOYEES BY THE STANDARD SALARY BOARD.

SECTION 1. *Be it enacted by the General Assembly of Maryland, That Section 25 of Article 64A of the Annotated Code of Maryland (1956 Supp.), title "Merit System", be and the same is hereby repealed and re-enacted, with amendments, to read as follows:*

25. (a) The Commissioner shall be responsible for developing all data, including but not limited to tables, charts, job descriptions, job comparisons and ratings for use of the Standard Salary Board. It shall be the duty of the Board to consider the materials developed by the Commissioner, and after consultation with appointing authorities, the State Employees Standard Salary Board shall prepare and recommend to the Governor a pay plan for all classes of positions in both the classified and unclassified service to the end that all positions in such services involving comparable duties, experience, responsibilities and authority shall be paid *comparable salaries* in accordance with the [Standard Salary Schedule.] *relative value of the services to be performed.* In establishing rates of pay, the State Employees Standard Salary Board shall give consideration to experience, the prevailing rates of pay for the services performed, and for comparable services in public and private employment, living costs, maintenance or other benefits received by employees, and the State's financial condition and policies. Such pay plan shall take effect and shall have the force and effect of law when approved by the Governor. Amendments thereto may, from time to time, be recommended by the Board and when approved by the Governor shall have the force of law in the same manner as if they had been originally incorporated in the schedule WHEREVER THE BOARD SHALL FIND THAT THERE IS AN INCREASE IN THE MARKET VALUE OF SERVICES PERFORMED BY ANY CLASS, IT SHALL BE THE DUTY OF THE COMMISSIONER OF PERSONNEL TO IDENTIFY AND PRESENT TO THE BOARD FOR CONSIDERATION AT THE SAME TIME ALL OTHER RELATED CLASSES WHICH ARE AFFECTED BY THE SAME CHANGE IN MARKET VALUE. Each employee in the classified and in the unclassified service shall be paid at one of the rates set forth in the pay plan for the grade or class of positions in which he is employed. The pay plan shall be used by the Governor in the preparation and submission of his budget. Provided, however, that positions upon the faculties of the University of Maryland, State Teachers' Colleges and Morgan State College, but not the non-instructional personnel of such institutions, shall be excluded from said pay plan and from the jurisdiction of the State Employees Standard Salary Board. *Where different classes of positions have been determined to be comparable and occupy the same salary bracket, the Board shall make no amendment to the pay plan granting an increase in salary to one class which*